



State of Wisconsin

LEGISLATIVE REFERENCE BUREAU

RESEARCH APPENDIX - **PLEASE DO NOT REMOVE FROM DRAFTING FILE**

Requested Material Be Added to File: 07/19/2005 (Per: RAC)



Appendix – Part 03 of 10

☞ Attached materials added to the drafting files of

Senate Bills 261, 262, 263, and 264

☞ The attached 2005 draft was incorporated into the new 2005 draft listed above. For research purposes, this cover sheet and the attached drafting file were copied, and added, as a appendix, to the new 2005 drafting file. If introduced this section will be scanned and added, as a separate appendix, to the electronic drafting file folder.

☞ This cover sheet was added to rear of the original 2005 drafting file. The drafting file was then returned, intact, to its folder and filed.

AGREEMENT

This Agreement, made and entered into this <date> (BC, AS, SPS, T, PSS, ~~LE~~), at Madison, Wisconsin, pursuant to the provisions of s. 111.80-111.97, Wis. Stats., by and between the State of Wisconsin and its Agencies (hereinafter referred to as the Employer), represented by the ~~Department~~ Office of State Employment Relations; and AFSCME, Council 24, Wisconsin State Employees Union, AFL-CIO, and its appropriate affiliated locals (hereinafter referred to as the Union), as representative of employees employed by the State of Wisconsin (as set forth specifically in the Recognition Clause).

PURPOSE OF AGREEMENT

It is the intent and purpose of the parties hereto that this Agreement constitutes an implementation of the provisions of s. 111.80-111.97, Wis. Stats., consistent with the legislative authority contained therein, and provides for orderly and constructive employment relations in the public interest and in the interests of employees hereby covered and the State as an Employer.

The parties do hereby acknowledge that this Agreement represents an amicable understanding reached by the parties as the result of the unlimited right and opportunity of the parties to make any and all demands with respect to the Employer-employee relationship which exists between them relative to the subjects of bargaining.

ARTICLE I

SCOPE OF THE AGREEMENT

1/1/1 This Agreement relates only to classified employees of the State of Wisconsin in the appropriate collective bargaining unit as defined by the Wisconsin Employment Relations Commission certification Cases IX, X and XI, Nos. 15583 and 15584, SE-44, 45, 46, Decision Nos. 11243, 11244 and 11245, dated August 25, 1972 and Case LXXIV, No. 19548, SE-75, dated January 9, 1976, and Cases VIII and XIV, Nos. 15582 and 15838, SE-43 and 49, Decision Nos. 11322-F and 113230-F.

1/1/2 This Agreement recognizes ~~six~~five separate bargaining units. Except as provided below, Each provision of this Agreement applies to all ~~six~~five bargaining units unless specified otherwise.

The parties agree that all new (underlined) or deleted (strikethrough) language in the 2003-2005 Agreement apply to the Blue Collar and Non-Building Trades (BC), Administrative Support (AS), Security and Public Safety (SPS), and Technical (T) units. The Professional Social Services (PSS) unit has its own separate 2003-05 Agreement. All references to the Law Enforcement (LE) unit were removed from this 2003-05 contract.

The coverage of this Agreement shall be extended by the parties when mutually agreed to by the Employer and the Union to include employees in the classified service of the State of Wisconsin in additional appropriate collective bargaining units represented by the Wisconsin State Employees Union as certified by the Wisconsin Employment Relations Commission.

ARTICLE II

RECOGNITION AND UNION SECURITY

SECTION 1: Bargaining Unit

2/1/1 The Employer recognizes the Union as the exclusive collective bargaining agent for all employees, as listed below:

2/1/2 BLUE COLLAR AND NON-BUILDING TRADES (BC)

| Classification | Pay Range |
|-------------------------------------|--------------|
| Automotive/Equipment Tech. - Entry | 5 |
| Automotive/Equipment Tech. - Entry | 6** |
| Automotive/Equipment Tech. - Entry | 7*** |
| Automotive/Equipment Tech. - Dev. | 8 |
| Automotive/Equipment Tech. - Sr. | 10 |
| Automotive/Equipment Tech. - Master | 11 |
| Baker 1 | 8 |
| Baker 2 | 9 |
| Bindery Worker 1 | 3 |
| Bindery Worker 2 | 5 |
| Bindery Worker 3 | 6 |
| Bindery Worker | 7± |
| Biotron Operator | 11 |
| Cemetery Caretaker | 8± |
| Cheese Maker | 15* |
| Cook 1 | 7 |
| Cook 1 | 8± |
| Cook 2 | 8 |

| | |
|------------------------------------|---------------|
| Cook 2 | 9* |
| Corrections Food Service Leader 1 | 8 |
| Corrections Food Service Leader 2 | 10 |
| Corrections Food Service Leader 3 | 11 |
| Corrections Food Service Leader 4 | 12 |
| Custodian 1 | 3 |
| Custodian 2 | 5 |
| Custodian 3 | 7 |
| Custodian | 6* |
| Custodian | 7*** |
| Custodian Lead | 8* |
| Dairy Plant Assistant – Entry | 7 |
| Dairy Plant Assistant – Senior | 9 |
| Dairy Plant Assistant – Advanced | 11 |
| Experimental Farm Laborer | 7 |
| Experimental Herd Assistant – Obj. | 8 |
| Experimental Herd Assistant – Sr. | 10 |
| Facilities Repair Worker 1 | 7 |
| Facilities Repair Worker 2 | 8 |
| Facilities Repair Worker 3 | 9 |
| Facilities Repair Worker 4 | 10 |
| Farm Equipment Operator | 9 |
| Farm Laborer | 6 |
| Farm Laborer | 7*** |
| Farm Laborer - Lead | 7 |
| Food Production Assistant | 10 |
| Food/Retail/Catering Leader 1 | 9 |
| Food/Retail/Catering Leader 2 | 10 |
| Food/Retail/Catering Leader 3 | 11 |
| Food Service Assistant 1 | 6 |
| Food Service Assistant 1 | 7*** |

| | |
|---|---------------|
| Food Service Assistant 2 | 7 |
| Food Service Assistant 3 | 8 |
| Food Service Assistant 4 | 9 |
| Forestry Equipment Technician | 12 |
| Gardener | <u>8</u> |
| Greenskeeper | 10 |
| Groundskeeper | 7 |
| Grounds Crew Chief | 8 |
| Grounds Crew Lead | 9* |
| Heating, Ventilating and Air Conditioning Specialist | 13 |
| Historic Farmer | 10 |
| Industries Specialist 1 | 11 |
| Industries Specialist 2 | 12 |
| Industries Specialist 3 | 13 |
| Laboratory Helper | 5 |
| Laboratory Helper | 6* |
| Laboratory Helper | 7*** |
| Laborer | 5 |
| Laborer | 7* |
| Laborer Lead | 7 |
| Laborer Special | 6 |
| Laundry Services Assistant | 7 |
| Laundry Worker 1 | 3 |
| Laundry Worker 2 | 4 |
| Laundry Worker 3 | 5 |
| Laundry Worker 4 | 6 |
| Laundry Worker | 6* |
| Laundry Worker | 7*** |
| Laundry Worker Lead | 7* |

| | |
|---|---------------|
| Lawn Care Worker | 7 |
| Locksmith - Entry | 9 |
| Locksmith - Entry | 10* |
| Locksmith - Journey | 10 |
| Locksmith - Journey | 11* |
| Lottery Storekeeper | 8 |
| Maintenance Mechanic 1 | 9 |
| Maintenance Mechanic 2 | 10 |
| Maintenance Mechanic 3 | 11 |
| Motor Vehicle Dispatcher | 8 |
| Motor Vehicle Operator - Light | 6 |
| Motor Vehicle Operator - Light | 7*** |
| Motor Vehicle Operator - Heavy | 7 |
| Offset Press Operator 1 | 7 |
| Offset Press Operator 2 | 8 |
| Offset Press Operator 3 | 9 |
| Offset Press Operator | 9* |
| Offset Press Operator Lead | 10* |
| PE/Sports Equip. Area Coord. | 8 |
| Poultry Worker - Obj. | 7 |
| Poultry Worker - Sr. | 8 |
| Power Plant Assistant | 7 |
| Power Plant Assistant | 9* |
| Power Plant Operator | 11 |
| Power Plant Operator | 13* |
| Power Plant Operator - Sr. | 12 |
| Power Plant Operator - Sr. | 14* |
| Power Plant Operator - In Charge | 13 |
| Power Plant Operator - In Charge | 15* |
| Produce Gardener | 8 |

| | |
|---------------------------------------|---------------|
| Records Center Clerk | 8 |
| Records Center Coordinator | 8 |
| Research Gardener | 8 |
| | |
| Seamstress or Seamer 1 | 5 |
| Seamstress or Seamer 1 | 6* |
| Seamstress or Seamer 1 | 7*** |
| Seamstress or Seamer 2 | 6 |
| Seamstress or Seamer 2 | 7* |
| Semi-Driver | 11 |
| Shipping & Mailing Clerk 1 | 6 |
| Shipping & Mailing Clerk 1 | 7*** |
| Shipping & Mailing Clerk 2 | 7 |
| Shipping & Mailing Clerk 3 | 8 |
| Stock Clerk | 6 |
| Stock Clerk | 7*** |
| Storekeeper | 8 |
| | |
| Tool Crib Coordinator | 8 |
| Tool Crib Coordinator | 9* |
| Tree Pruner | 8 |
| Tugger Coordinator | 7 |
| Typographer | 12 |
| | |
| Upholsterer | 9 |
| Upholsterer | 10* |
| Utility Plant Operator | 12 |
| Utility Plant Operator | 14* |

* Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.

** Effective 4/6/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.

~~*** Effective 6/1/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.~~

* Effective the first day of the pay period following the effective date of the Agreement.

2/1/3 SECURITY AND PUBLIC SAFETY (SPS)

| | |
|--|---------------|
| Animal Health Consultant | 12 |
| <u>Animal Health Consultant</u> | <u>15*</u> |
| Animal Health Inspector - Entry | 9 |
| <u>Animal Health Inspector – Entry</u> | <u>13*</u> |
| Animal Health Inspector - Obj. | 11 |
| <u>Animal Health Inspector – Obj.</u> | <u>14*</u> |
| Boiler Safety Inspector 1 | 13 |
| Boiler Safety Inspector 2 | 14 |
| Boiler Safety Inspector 3 | 15 |
| Conservation Warden | 40 |
| Consumer Protection Investigator 1 | 11 |
| Consumer Protection Investigator 2 | 13 |
| Consumer Protection Investigator 3 | 14 |
| Consumer Specialist 1 | 11 |
| Consumer Specialist 2 | 12 |
| Consumer Specialist 3 | 13 |
| Consumer Specialist 4 | 14 |
| Correctional Officer (A) | 30 |
| Correctional Officer (B) | 31 |
| Correctional Officer | 31* |
| Correctional Sergeant | 32 |

| | |
|---|---------------|
| Detention Facilities Spec. | 15 |
| Detention Facilities Spec. | 16* |
| Elevator Safety Inspector 1 | 13 |
| Elevator Safety Inspector 2 | 14 |
| Elevator Safety Inspector 3 | 15 |
| Environmental Warden | 41 |
| Fire/Crash Rescue Specialist 1 | 9 |
| Fire/Crash Rescue Specialist 2 | 10 |
| Fire/Crash Rescue Specialist 3 | 11 |
| Flam. Comb. Liq./Prod. Inspr. 1 | 12 |
| Flam. Comb. Liq./Prod. Inspr. 2 | 13 |
| Flam. Comb. Liq./System Coord. | 15 |
| Flam. Comb. Liq./System Spec. 1 | 13 |
| Flam. Comb. Liq./System Spec. 2 | 14 |
| Food Safety Consultant | 14 |
| <u>Food Safety Consultant</u> | <u>15*</u> |
| Food Safety Inspector - Entry | 12 |
| <u>Food Safety Inspector – Entry</u> | <u>13*</u> |
| Food Safety Inspector - Obj. | 13 |
| <u>Food Safety Inspector – Obj.</u> | <u>14*</u> |
| Lifesaving Station Operator | 9 |
| Lifesaving Station Operator | 11* |
| Meat Safety Consultant | 14 |
| <u>Meat Safety Consultant</u> | <u>15*</u> |
| Meat Safety Inspector - Entry | 12 |
| <u>Meat Safety Inspector – Entry</u> | <u>13*</u> |
| Meat Safety Inspector - Obj. | 13 |
| <u>Meat Safety Inspector – Obj.</u> | <u>14*</u> |
| Migrant Labor Inspector | 13 |
| Military Affairs Security Guard Officer -Entry | 8* |

| | |
|---|---------------|
| Military Affairs Security Guard <u>Officer</u> -Obj. | 9* |
| Military Affairs Security Guard <u>Officer</u> -Sr. | 10* |
| Military Funeral Honors Team Member | 9 |
| Military Funeral Honors Team Member | 10* |
| Mining Safety Inspector 1 | 13 |
| Mining Safety Inspector 2 | 14 |
| Mining Safety Inspector 3 | 15 |
| Multiple Products Grader - Entry | 12 |
| <u>Multiple Products Grader – Entry</u> | <u>13*</u> |
| Multiple Products Grader - Obj. | 13 |
| <u>Multiple Products Grader – Obj.</u> | <u>14*</u> |
| Occupat. Safety Consult. 1 | 13 |
| Occupat. Safety Consult. 2 | 14 |
| Occupat. Safety Inspector 1 | 12 |
| Occupat. Safety Inspector 2 | 13 |
| Occupat. Safety Inspector 3 | 14 |
| <u>Officer (A)</u> | <u>30</u> |
| <u>Officer (B)</u> | <u>31</u> |
| <u>Officer</u> | <u>31*</u> |
| <u>Officer Lead</u> | <u>32</u> |
| Petrol Prod. Insp. | 11 |
| Produce Inspector - Obj. | 8 |
| Produce Inspector - Leadworker | 9 |
| Psychiatric Care Tech. 1 | 10 |
| Psychiatric Care Tech. 2 | 12 |
| Psychiatric Care Tech | 31* |
| Railroad Safety Analyst | 11 |
| Railroad Safety Analyst-Senior | 13 |
| Railroad Safety Analyst-Principal | 14 |
| Ranger – Assistant Property Manager | 13 |
| Ranger – Enforcement | 13 |

| | |
|--|---------------|
| Ranger – Operations | 12 |
| Safety Specialist Warden | 41 |
| Security Officer 1 | 6 |
| Security Officer 1 | 7* |
| Security Officer 2 | 7 |
| Security Officer 2 | 8* |
| Security Officer 3 | 8 |
| Security Officer 3 | 9* |
| Security Officer 4 | 9 |
| Security Officer 4 | 10* |
| Special Investigative Warden | 41 |
| Vehicle Emissions QA Spec-Entry | 11 |
| Vehicle Emissions QA Spec-Obj. | 13 |
| Vehicle Emissions QA Spec-Senior | 14 |
| Weights & Measures Inspector - Entry | 10 |
| Weights & Measures Inspector - Dev. | 12 |
| <u>Weights & Measures Inspector – Dev.</u> | <u>13*</u> |
| Weights & Measures Inspector - Obj. | 13 |
| <u>Weights & Measures Inspector – Obj.</u> | <u>14*</u> |
| Weights & Measures Tech. Spec. | 14 |
| <u>Weights & Measures Tech Spec.</u> | <u>15*</u> |
| Youth Counselor (A) | 30 |
| Youth Counselor (B) | 31 |
| Youth Counselor | 31* |
| Youth Counselor – Advanced | 32 |

* Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.

* Effective the first day of the pay period following the effective date of the Agreement.

2/1/4 TECHNICAL (T)

| | |
|---|------------|
| Aircraft Mechanic | 15 |
| Aircraft Pilot | 25 |
| <u>Animal Research Tech.</u> | <u>9*</u> |
| <u>Animal Research Tech. – Obj/Inter.</u> | <u>10*</u> |
| <u>Animal Research Tech. – Sr.</u> | <u>11*</u> |
| <u>Animal Research Tech. – Adv.</u> | <u>12*</u> |
| Animal Sciences Meat Technician | 12 |
| Arboretum Proj. Coord. 1 | 9 |
| Arboretum Proj. Coord. 2 | 10 |
| Arboretum Technician | 7 |
| Audiovisual Production Spec. | 12 |
| Audiovisual Production Spec. - Sr. | 13 |
| Audiovisual Services Asst. | 10 |
| Audiovisual Services Coordinator | 11 |
| Barber | 7 |
| Beautician | 7 |
| Building Inspector 1 | 15 |
| Building Inspector 2 | 16 |
| Cereal Chemist - Entry | 8 |
| Cereal Chemist - Obj. | 11 |
| Chemical Test Coordinator 1 | 14** |
| Chemical Test Coordinator 2 | 15** |
| Chemistry Laboratory Tech. - Entry | 7 |
| Chemistry Laboratory Tech. - Obj. | 8 |
| Chemistry Laboratory Tech. - Sr. | 9 |
| Child Care Counselor 1 | 9 |
| Child Care Counselor 2 | 10 |
| Child Care Counselor 3 | 12 |
| Communications Technician | 15* |

| | |
|--------------------------------------|------|
| Communications Technician-Senior | 16* |
| Computer Printing Technician | 10 |
| Computer Printing Technician-Lead | 11** |
| Cytopreparation Tech. Entry | 7 |
| Cytopreparation Tech. Obj. | 8 |
| Cytopreparation Tech | 8** |
| Dental Assistant | 10 |
| Dental Hygienist | 16 |
| Dental Hygienist | 17** |
| Diagnostic Radiologic Tech. 1 | 11 |
| Diagnostic Radiologic Tech. 2 | 12 |
| Diagnostic Radiologic Tech-Entry | 14** |
| Diagnostic Radiologic Tech. 3 | 13 |
| Diagnostic Radiologic Tech.-Obj. | 15** |
| Diagnostic Radiologic Tech. 4 | 14 |
| Diagnostic Radiologic Tech.-Adv. | 16** |
| Dietetic Technician – Clinical | 10 |
| Dietetic Technician – Administrative | 12 |
| DNA Technician - Entry | 7 |
| DNA Technician - Obj. | 8 |
| DNA Technician - Sr. | 9 |
| Electroencephalograph Tech. 1 | 10 |
| Electroencephalograph Tech. 2 | 11 |
| Electroencephalograph Tech. 3 | 13 |
| Electroencephalograph Technician | 13** |
| Electronics Technician 1 | 9 |
| Electronics Technician 2 | 10 |
| Electronics Technician 3 | 11 |
| Electronics Technician 4 | 12 |
| Electronics Technician 5 | 13 |
| Electronics Technician 6 | 14 |
| Electronics Technician-Agency | 13** |

| | |
|---|---------------|
| Electronics Technician-Agency Sr. | 14** |
| Electronics Technician-Media | 12** |
| Electronics Technician-Media Int. | 13** |
| Electronics Technician-Media Sr. | 14** |
| Electronics Technician-Research | 13** |
| Electronics Technician-Research Sr. | 14** |
| Electronics Technician-Security | 13** |
| Electronics Technician-Security Sr. | 14** |
| Electronics Technician-Specialized | 13** |
| Electronics Technician-Specialized Int. | 14** |
| Electronics Technician-Specialized Adv. | 15** |
| Engineering Communication Spec. | 14 |
| Engineering Technician 1 | 9 |
| Engineering Technician 2 | 10 |
| Engineering Technician 3 | 11 |
| Engineering Technician 4 | 12 |
| Engineering Technician 5 | 13 |
| Engineering Technician 6 | 14 |
| Engineering Tech. – Trans | 10 |
| Engineering Tech. – Trans Journey | 12 |
| Engineering Tech. – Trans Senior | 13 |
| Engineering Tech. – Trans Advanced | 14 |
| <u>Engineering Tech. – Trans Advanced 2</u> | <u>15</u> |
| Environmental Lab. Tech. – Entry | 7 |
| Environmental Lab. Tech. – Obj. | 8 |
| Environmental Lab. Tech. - Sr. | 9 |
| Equipment Fabricator - Entry | 9 |
| Equipment Fabricator - Jrny. | 10 |
| Equipment Fabricator - Sr. | 12 |
| Erosion Control Cons. | 15 |
| Exhibits Technician 1 | 9 |
| Exhibits Technician 2 | 10 |
| Exhibits Technician 3 | 11 |
| Exhibits Technician | 11** |

| | |
|-------------------------------------|------|
| Experimental Surgery Tech. — Entry | 7 |
| Experimental Surgery Tech. — Obj. | 8 |
| Experimental Surgery Tech. | 8** |
| Experimental Surgery Tech. — Sr. | 9 |
| Fingerprint Technician 1 | 9 |
| Fingerprint Technician 2 | 11 |
| Fingerprint Technician 3 | 12 |
| Fingerprint Technician 4 | 13 |
| Fisheries Technician | 10 |
| Fisheries Technician-Adv. | 12 |
| Forensic Program Tech. | 9** |
| Forensic Program Tech. — Sr. | 10** |
| Forestry Technician | 10 |
| Forestry Technician-Adv. | 12 |
| Forms Technician | 12 |
| Glass Technician | 13 |
| Glassware/Media Prep. Tech. - Entry | 5 |
| Glassware/Media Prep. Tech. - Obj. | 6 |
| Grain Inspector | 10 |
| Grain Inspector - Leadworker | 11 |
| Grain Sampling Tech. | 8 |
| Grain Weighing Tech. | 9 |
| Graphic Designer - Entry | 9 |
| Graphic Designer | 10 |
| Graphic Designer - Sr. | 11 |
| Graphic Reproduction Coordinator | 11 |
| Graphic Reproduction Tech. - Entry | 8 |
| Graphic Reproduction Tech. | 9 |
| Graphic Reproduction Tech. - Sr. | 10 |

| | |
|---|---------------|
| Health Information Technician 1 | 10 |
| Health Information Technician 2 | 12 |
| Hemodialysis Technician | 13 |
| Herd Improvement Tech. | 9 |
| Histology Technician - Entry | 10 |
| Histology Technician - Obj. | 11 |
| Histology Technician | 11** |
| Histology Technician - Sr. | 12 |
| Horticultural Technician | 12 |
| | |
| Instrument Maker - Entry | 13 |
| Instrument Maker - Journey | 15 |
| Instrument Maker - Adv. | 16 |
| Instrument Shop Coordinator | 16 |
| IS Comprehensive Support Technician - Entry | 11 |
| IS Comprehensive Support Technician -Int. | 13 |
| IS Comprehensive Support Technician - Sr. | 14 |
| IS Network Support Technician - Entry | 11 |
| IS Network Support Technician -Int. | 13 |
| IS Network Support Technician - Sr. | 14 |
| IS Operations Support Technician - Entry | 11 |
| IS Operations Support Technician -Int. | 13 |
| IS Operations Support Technician - Sr. | 14 |
| IS Resources Support Technician - Entry | 11 |
| IS Resources Support Technician -Int. | 13 |
| IS Resources Support Technician - Sr. | 14 |
| | |
| Laboratory Animal Technician 1 | 6 |
| Laboratory Animal Technician 1 | 7** |
| Laboratory Animal Technician 2 | 7 |
| Laboratory Animal Technician 2 | 8** |
| Laboratory Animal Technician 3 | 9 |
| Laboratory Animal Technician 3 | 10** |
| Laboratory Preparation Tech. - Obj. | 8 |

| | |
|---|------|
| Laboratory Preparation Tech. - Sr. | 9 |
| Laboratory Sample Cntrl & Rcvg Tch - Obj. | 8 |
| Laboratory Sample Cntrl & Rcvg Tch - Obj. | 9** |
| Laboratory Sample Cntrl & Rcvg Tch - Sr. | 9 |
| Laboratory Sample Cntrl & Rcvg Tch - Sr. | 10** |
| LeMay Center Technician | 12 |
| Licensed Practical Nurse 1 | 11 |
| Licensed Practical Nurse 2 | 12 |
| Licensed Practical Nurse | 13** |
| Liquid Helium/Nitrogen Tech. | 9 |
| Material Reprocessing Asst. - Entry | 6 |
| Material Reprocessing Asst. - Obj. | 7 |
| Material Reprocessing Asst. - Leadworker | 8 |
| Mechanician - Entry | 12 |
| Mechanician - Journey | 13 |
| Media Technician 1 | 11 |
| Media Technician 2 | 12 |
| Media Technician 3 | 13 |
| Media Technician 4 | 14 |
| Medical Assistant 1 | 8 |
| Medical Assistant 1 | 9** |
| Medical Assistant 2 | 9 |
| Medical Assistant 2 | 10** |
| Medical Lab Technician - Entry | 9 |
| Medical Lab Technician - Entry | 10** |
| Medical Lab Technician - Obj. | 10 |
| Medical Lab Technician - Obj. | 11** |
| Microbiology Lab. Tech. - Entry | 7 |
| Microbiology Lab. Tech. - Obj. | 8 |
| Microbiology Lab. Tech. - Sr. | 9 |
| Microfilm Technician 1 | 7 |
| Microfilm Technician 2 | 8 |
| Microfilm Technician 3 | 9 |

| | |
|---|---------------|
| Microfilm Technician | 8** |
| Microfilm Technician – Sr. | 9** |
| Mortician | 11 |
| Mortician | 12** |
| Natural Resource Equip. Opr. | 12 |
| Natural Resource Research Technician | 12 |
| Necropsy Technician | 9 |
| Network Cable Technician | 14 |
| Nursing Assistant 1 | 9 |
| Nursing Assistant 2 | 10 |
| Nursing Assistant 3 | 11 |
| Occupational Therapy Asst. - Entry | 10 |
| Occupational Therapy Asst. - Entry | 11** |
| Occupational Therapy Asst. - Obj. | 12 |
| Occupational Therapy Asst. - Obj. | 13** |
| Ocular Photography Technician | 8 |
| Ocular Photography Technician | 9** |
| Ophthalmic Assistant - Entry | 8 |
| Ophthalmic Assistant - Objective | 9 |
| <u>Ophthalmic Assistant</u> | <u>9</u> |
| Orthopedic Appliance Tech. - Entry | 8 |
| Orthopedic Appliance Tech. - Obj. | 10 |
| Orthopedic Appliance Tech. - Sr. | 12 |
| Orthopedic Appliance Tech. - Lead | 14 |
| Pharmacy Technician - Entry | 7 |
| Pharmacy Technician - Entry | 9** |
| Pharmacy Technician - Obj. | 8 |
| Pharmacy Technician - Obj. | 10** |
| Phlebotomist - Entry | 9 |
| Phlebotomist - Obj. | 10 |
| Phlebotomist | 11** |

| | |
|---|-----------------|
| Photo. Lab. Technician - Entry | 8 |
| Photo. Lab. Technician | 9 |
| Photo. Lab. Technician - Sr. | 10 |
| Photographer - Entry | 9 |
| Photographer | 10 |
| Photographer - Sr. | 11 |
| Physical Therapy Asst. - Entry | 10 |
| Physical Therapy Asst. - Entry | 11** |
| Physical Therapy Asst. - Obj. | 12 |
| Physical Therapy Asst. - Obj. | 13** |
| <u>Physical Therapy Asst.</u> | <u>13</u> |
| Plumbing Consultant 1 | 15 |
| Plumbing Consultant 2 | 16 |
| Plumbing Consultant | 17*** |
| Plumbing Plan Reviewer 1 | 15 |
| Plumbing Plan Reviewer 2 | 16 |
| Plumbing Plan Reviewer | 17*** |
| Printing Assistant | 11 |
| Private Sewage Plan Reviewer 1 | 15 |
| Private Sewage Plan Reviewer 2 | 16 |
| Private Sewage Plan Reviewer | 17*** |
| Property Assessment Tech. 1 | 8 |
| Property Assessment Tech. 2 | 10 |
| Property Assessment Tech. 3 | 11 |
| PSL Ultra High Vacuum Spec. | 14 |
| | |
| Radiobiology Technician | 9 |
| Recreation Assistant | 9 |
| Research Technician 1 | 8 |
| Research Technician 2 | 10 |
| Research Technician 3 | 12 |
| Research Technician 4 | 13 |
| <u>Research Vessel Captain</u> | <u>14*</u> |
| <u>Research Vessel Crew Leader</u> | <u>13*</u> |

| | |
|--|---------------|
| Resident Care Tech. 1 | 9 |
| Resident Care Tech. 2 | 10 |
| Respiratory Therapist 1 | 12 |
| Respiratory Therapist 1 | 13** |
| Respiratory Therapist 2 | 13 |
| Respiratory Therapist 2 | 14** |
| Respiratory Therapist 3 | 14 |
| Respiratory Therapist 3 | 15** |
| Respiratory Therapist 4 | 15 |
| Respiratory Therapist 4 | 16** |
| Respiratory Therapist 5 | 16 |
| Respiratory Therapist 5 | 17** |
| | |
| Schmeeckle Reserve Proj. Coord. | 8 |
| Soil Technician - Obj. | 8 |
| Soil Technician - Sr. | 9 |
| Soil Technician | 9** |
| | |
| Teacher Assistant | 9 |
| Theater Maintenance Coord. | 10 |
| Therapy Assistant - Entry | 9 |
| Therapy Assistant - Obj. | 11 |
| | |
| Ultrasound Technician | 16 |
| Ultrasound Technician | 18** |
| UW Extension Mail Technician | 12 |
| UW IS Customer Sales Technician | 12 |
| UW IS Customer Sales Technician – Lead | 13 |
| | |
| Veterinary Tech. 1 | 10 |
| Veterinary Tech. 1 | 11** |
| Veterinary Tech. 2 | 11 |
| Veterinary Tech. 2 | 12** |
| Veterinary Tech. 3 | 12 |

| | |
|------------------------------|------|
| Veterinary Tech. 3 | 13** |
| Weatherization Technician 1 | 12 |
| Weatherization Technician 2 | 13 |
| Wildlife Technician | 10 |
| Wildlife Technician-Adv. | 12 |
| X-Ray Lithography Technician | 9 |

* Effective the first day of the pay period following the effective date of the Agreement.

~~** Effective 3/9/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.~~

~~*** Effective 6/15/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.~~

* Effective the first day of the pay period following the effective date of the Agreement.

2/1/5 ADMINISTRATIVE SUPPORT (AS)

| | |
|---------------------------------------|-------------|
| <u>Academic Department Assoc. (A)</u> | <u>10**</u> |
| <u>Academic Department Assoc. (B)</u> | <u>11**</u> |
| <u>Academic Department Spec. (A)</u> | <u>11**</u> |
| <u>Academic Department Spec. (B)</u> | <u>12**</u> |
| Braillist | 12 |
| Clerical Assistant | 7 |
| Clerical Assistant 2 | 7 |
| Coding Technician | 11 |
| Coding Technician | 12** |
| Coding Technician – Senior | 12 |
| Coding Technician – Senior | 13** |
| Coding Technician – Advanced | 13 |

| | |
|--|---------------|
| Coding Technician – Advanced | 14** |
| <u>Consumer Complaint Program Assoc. (A)</u> | <u>10**</u> |
| <u>Consumer Complaint Program Assoc. (B)</u> | <u>11**</u> |
| Corrections Communication Operator | 11** |
| Criminal History Records Specialist | 8 |
| Criminal History Records Specialist – Sr. | 9 |
| Criminal History Records Specialist – Adv. | 10 |
| Dean Assistant | 11** |
| <u>Disability Assoc. (A)</u> | <u>9**</u> |
| <u>Disability Assoc. (B)</u> | <u>10**</u> |
| <u>Disability Program Assoc. (A)</u> | <u>10**</u> |
| <u>Disability Program Assoc. (B)</u> | <u>11**</u> |
| Document Production Asst. | 8** |
| Document Production Asst. Lead | 9** |
| Educational Loan Collector 1 | 10 |
| Educational Loan Collector 2 | 11 |
| Employment Security Asst. 1 | 8 |
| Employment Security Asst. 1 | 9* |
| Employment Security Asst. 2 | 9 |
| Employment Security Asst. 2 | 10* |
| Employment Security Asst. 3 | 10 |
| Employment Security Asst. 3 | 11* |
| Employment Security Asst. 4 | 11 |
| Employment Security Asst. 4 | 12* |
| <u>Environmental Program Assoc.</u> | <u>12**</u> |
| Financial Clerk | 8 |
| Financial Specialist 1 | 9 |
| Financial Specialist 2 | 10 |
| Financial Specialist 3 | 11 |
| Financial Specialist 4 | 12 |
| Financial Specialist 5 | 13 |

| | |
|---|---------------|
| <u>Investigative Assoc. (A)</u> | <u>9**</u> |
| <u>Investigative Assoc. (B)</u> | <u>10**</u> |
| Job Service Associate 1 | 11 |
| Job Service Associate 2 | 12 |
| Legal Assistant – Entry | 11 |
| Legal Assistant – Entry | 12** |
| Legal Assistant – Obj. | 12 |
| Legal Assistant – Obj. | 13** |
| Legal Secretary – Obj. | 10 |
| Legal Secretary – Obj. | 11** |
| Legal Secretary – Adv. | 11 |
| Legal Secretary – Adv. | 12** |
| Library Services Assistant | 9 |
| Library Services Assistant - Sr. | 10 |
| Library Services Assistant - Adv./Lead | 11 |
| <u>License/Permit Program Assoc. (A)</u> | <u>10**</u> |
| <u>License/Permit Program Assoc. (B)</u> | <u>11**</u> |
| Medical Program Assistant | 9** |
| Medical Program Assistant – Associate | 10** |
| Medical Program Assistant – Senior | 11** |
| Medical Staff Assistant | 12** |
| Medical Transcriptionist | 8 |
| Medical Transcriptionist – Senior | 9 |
| Military Funeral Honors Support Asst. | 9 |
| NR Customer Service Specialist - Entry/Obj. | 10 |
| NR Customer Service Specialist - Senior | 11 |
| NR Customer Service Specialist - Lead | 12 |
| Offender Records Assistant 1 | 9 |
| Offender Records Assistant 2 | 10 |

| | |
|--|-------------|
| Offender Records Assistant 3 | 11 |
| Offender Registrar | 13 |
| <u>Office Assoc.</u> | <u>9**</u> |
| <u>Office Operations Assoc.</u> | <u>10**</u> |
| <u>Operations Program Assoc. (A)</u> | <u>10**</u> |
| <u>Operations Program Assoc. (B)</u> | <u>11**</u> |
| Payroll & Benefits Specialist 1 | 9 |
| Payroll & Benefits Specialist 2 | 11 |
| Payroll & Benefits Specialist 3 | 12 |
| Payroll & Benefits Specialist 4 | 13 |
| Payroll & Benefits Specialist 5 | 14 |
| <u>Police Services Assoc.</u> | <u>10**</u> |
| Program Assistant 1 | 8 |
| Program Assistant 2 | 9 |
| Program Assistant 3 | 10 |
| Program Assistant 4 | 11 |
| <u>Purchasing Assoc.</u> | <u>10**</u> |
| <u>Real Estate Program Assoc. (A)</u> | <u>10**</u> |
| <u>Real Estate Program Assoc. (B)</u> | <u>11**</u> |
| <u>Real Estate Program Assoc. – Adv.</u> | <u>12**</u> |
| Revenue Customer Service Rep Entry | 9 |
| Revenue Customer Service Rep Dev. | 10 |
| Revenue Customer Service Rep Obj. | 11 |
| Revenue Customer Service Rep Adv. | 12 |
| Revenue Tax Assistant – Entry | 7 |
| Revenue Tax Assistant – Objective | 8 |
| Revenue Tax Representative – Entry | 8 |
| Revenue Tax Representative – Objective | 9 |
| Secretary 1 | 9 |
| Secretary 2 | 10 |

| | |
|---|---------------|
| Stenographic Reporter 1 | 12 |
| Stenographic Reporter 2 | 14 |
| Student Status Examiner 1 | 10 |
| Student Status Examiner 2 | 11 |
| Tax Representative 1 | 9 |
| Tax Representative 2 | 10 |
| Tax Representative 3 | 11 |
| Technical Typist - Entry | 7 |
| Technical Typist - Obj. | 8 |
| Technical Typist | 8** |
| Technical Typist - Sr. | 9 |
| Tourist Information Asst. 1 | 8 |
| <u>Tourist Information Asst. 1</u> | <u>9*</u> |
| Tourist Information Asst. 2 | 9 |
| <u>Tourist Information Asst. 2</u> | <u>10*</u> |
| Tourist Information Asst. 3 | 10 |
| Tourist Information Asst. 3 | 11* |
| Transportation Customer Rep. 1 | 9 |
| Transportation Customer Rep. 2 | 10 |
| Transportation Customer Rep. 3 | 11 |
| Transportation Customer Rep. 4 | 12 |
| Transportation Customer Rep. 4 - Lead | 12 |
| Transportation Customer Rep. - Lead | 14 |
| Trust Funds Assistant 1 | 11 |
| Trust Funds Assistant 2 | 12 |
| Trust Funds Assistant 3 | 13 |
| Typesetting Input Operator | 10** |
| Typesetting Sys. Input Op. 1 | 8 |
| Typesetting Sys. Input Op. 2 | 10 |
| Typist | 7 |
| Typist - Lead | 8 |

| | |
|---|---------------|
| Unemployment Comp. Assoc. 1 | 11 |
| Unemployment Comp. Assoc. 1 | 12* |
| Unemployment Comp. Assoc. 2 | 12 |
| Unemployment Comp. Assoc. 2 | 13* |
| Unemployment Comp. Assoc. 3 | 14* |
| <u>University Services Assoc. 1</u> | <u>9**</u> |
| <u>University Services Assoc. 2</u> | <u>10**</u> |
| <u>University Services Program Assoc. (A)</u> | <u>10**</u> |
| <u>University Services Program Assoc. (B)</u> | <u>11**</u> |
| | |
| <u>Visitor Services Assoc.</u> | <u>10**</u> |
| <u>Vocational Rehab Program Assoc. (A)</u> | <u>10**</u> |
| <u>Vocational Rehab Program Assoc. (B)</u> | <u>11**</u> |
| | |
| Word Processing Operator 1 | 7 |
| Word Processing Operator 2 | 8 |
| Word Processing Operator 3 | 9 |
| Workers Comp. Assistant 1 | 9 |
| Workers Comp. Assistant 2 | 10 |
| Workers Comp. Assistant 3 | 12 |

~~* Effective the first day of the pay period following the effective date of the Agreement.~~

~~** Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.~~

* Effective the first day of the pay period following the effective date of the Agreement.

** Effective 07/24/05 or the first day of the pay period following the effective date of the Agreement, whichever is later.

2/1/6 PROFESSIONAL SOCIAL SERVICES (PSS)

| | |
|--|-----------|
| <u>Apprenticeship Training Representative (A)</u> | <u>5*</u> |
| <u>Apprenticeship Training Representative (B)</u> | <u>6*</u> |
| <u>Apprenticeship Training Representative (C)</u> | <u>7*</u> |
| Chaplain | 6 |
| Chaplaincy Education Coord. | 9 |
| Chief Regional Psychologist | 10 |
| Chief Regional Psychologist – Doct. | 10 |
| Client Rights Facilitator | 6 |
| Client Services Assistant - Entry | 27 |
| Client Services Assistant - Obj. | 28 |
| Client Services Specialist - Entry | 4 |
| Client Services Specialist - Obj. | 5 |
| Client Services Specialist - Sr. | 6 |
| <u>Client Services Specialist - Sr.</u> | <u>7*</u> |
| Community Integration Specialist | 6 |
| <u>Community Integration Specialist</u> | <u>7*</u> |
| Community Treatment Specialist | 6 |
| Corrections Program Specialist - Obj. | 7 |
| Court Liaison 1 | 6 |
| Court Liaison 2 | 7 |
| Crisis Intervention Worker | 6 |
| <u>Crisis Intervention Worker</u> | <u>7*</u> |
| <u>Deaf & Hard of Hearing Specialist - Entry</u> | <u>4</u> |
| <u>Deaf & Hard of Hearing Specialist - Obj.</u> | <u>5</u> |
| <u>Deaf & Hard of Hearing Specialist - Sr.</u> | <u>7</u> |
| <u>Disability Claims Reviewer</u> | <u>7</u> |
| <u>Disability Claims Reviewer</u> | <u>8*</u> |
| <u>Disability Claims Specialist</u> | <u>8</u> |
| <u>Disability Claims Specialist</u> | <u>9*</u> |
| <u>Disability Determination Specialist - Entry</u> | <u>5</u> |

| | |
|--|-----------|
| <u>Disability Determination Specialist - Entry</u> | <u>6*</u> |
| <u>Disability Determination Specialist - Obj.</u> | <u>6</u> |
| <u>Disability Determination Specialist - Obj.</u> | <u>7*</u> |
| | |
| <u>Economic Support QA Specialist</u> | <u>6</u> |
| <u>Economic Support QA Specialist-Adv.</u> | <u>8</u> |
| Economic Support Specialist 1 | 6 |
| Economic Support Specialist 2 | 7 |
| <u>Employment & Training Analyst 1</u> | <u>7*</u> |
| <u>Employment & Training Analyst 2</u> | <u>7*</u> |
| <u>Employment & Training Analyst 3</u> | <u>7*</u> |
| <u>Employment & Training Analyst 4</u> | <u>8*</u> |
| <u>Employment & Training Counselor (A)</u> | <u>4*</u> |
| <u>Employment & Training Counselor (B)</u> | <u>5*</u> |
| <u>Employment & Training Counselor (C)</u> | <u>6*</u> |
| <u>Employment & Training Specialist (A)</u> | <u>4*</u> |
| <u>Employment & Training Specialist (B)</u> | <u>5*</u> |
| <u>Employment & Training Specialist – Lead</u> | <u>6*</u> |
| Equal Rights Officer - Entry | 3 |
| Equal Rights Officer - Jrny. | 5 |
| Equal Rights Officer - Sr. | 7 |
| Experiential Rec. Spec. – Entry | 2 |
| <u>Experiential Rec. Spec. – Entry</u> | <u>3*</u> |
| Experiential Rec. Spec – Obj. | 3 |
| <u>Experiential Rec. Spec – Obj.</u> | <u>4*</u> |
| | |
| Forensic Specialist | 7 |
| | |
| Health Services Specialist 1 | 7 |
| Health Services Specialist 2 | 8 |
| | |
| Ind. & Labor Trng. Coord. 1 | 4 |
| Ind. & Labor Trng. Coord. 2 | 5 |

| | |
|---|-----------|
| <u>Job Service Analyst 1</u> | <u>7*</u> |
| <u>Job Service Analyst 2</u> | <u>7*</u> |
| <u>Job Service Analyst 3</u> | <u>7*</u> |
| <u>Job Service Analyst 4</u> | <u>8*</u> |
| Job Service Counselor 1 | 2 |
| Job Service Counselor 2 | 3 |
| Job Service Counselor 3 | 4 |
| Job Service Counselor 4 | 5 |
| Job Service Counselor 5 | 7 |
| Job Service Specialist 1 | 2 |
| Job Service Specialist 2 | 3 |
| Job Service Specialist 3 | 4 |
| Job Service Specialist 4 | 5 |
| <u>Juvenile Review & Release Specialist</u> | <u>8</u> |
| Juvenile Services Specialist | 7 |
| | |
| Labor Market Analyst 1 | 2 |
| Labor Market Analyst 2 | 3 |
| Labor Market Analyst 3 | 4 |
| Labor Market Analyst 4 | 5 |
| <u>Labor Market Analyst (A)</u> | <u>4*</u> |
| <u>Labor Market Analyst (B)</u> | <u>5*</u> |
| <u>Labor Market Analyst (C)</u> | <u>6*</u> |
| Licensing/Certification Specialist | 6 |
| <u>Licensing/Certification Specialist</u> | <u>7*</u> |
| | |
| Medical Records Librarian | 4 |
| Medigap Insurance Specialist - Entry | 4 |
| Medigap Insurance Specialist - Obj. | 5 |
| Medigap Insurance Specialist - Lead | 6 |
| | |
| Offender Classification Specialist - <u>Entry</u> | 6 |
| Offender Classification Specialist - <u>Obj.</u> | 7 |
| <u>Offender Classification Specialist (A)</u> | <u>6*</u> |

| | |
|--|-----------|
| <u>Offender Classification Specialist (B)</u> | <u>7*</u> |
| Ombudsman Services Spec. – Entry | 5 |
| Ombudsman Services Spec. – Obj. | 6 |
| Parole Commission Member | 10 |
| Probation and Parole Agent (A) | 4 |
| Probation and Parole Agent (B) | 5 |
| Probation and Parole Agent (C) | 7 |
| Psychological Services Associate – Entry | 3 |
| <u>Psychological Services Associate – Entry</u> | <u>4*</u> |
| Psychological Services Associate – Obj. | 5 |
| <u>Psychological Services Associate – Obj.</u> | <u>6*</u> |
| Psychologist | 8 |
| Psychologist – Doct. | 8 |
| Psychologist – Sr. | 9 |
| Psychologist – Sr. Doct. | 9 |
| Recreation Leader – Entry | 2 |
| <u>Recreation Leader – Entry</u> | <u>3*</u> |
| Recreation Leader – Obj. | 3 |
| <u>Recreation Leader – Obj.</u> | <u>4*</u> |
| Regional Housing Specialist | 6 |
| <u>Rehabilitation Spec. for the Blind – Entry</u> | <u>4</u> |
| <u>Rehabilitation Spec. for the Blind – Int.</u> | <u>5</u> |
| <u>Rehabilitation Spec. for the Blind – Senior</u> | <u>7</u> |
| Rehabilitation Case Mgr. - Obj. | 4 |
| <u>Rehabilitation Case Mgr. - Obj.</u> | <u>5*</u> |
| Rehabilitation Case Mgr. - Sr. | 5 |
| <u>Rehabilitation Case Mgr. - Sr.</u> | <u>6*</u> |
| School Psychologist | 8 |
| School Psychologist – Doct. | 8 |
| School Psychologist – Sr. | 9 |
| School Psychologist – Sr. Doct. | 9 |

| | |
|--|----------|
| Social Services Spec. 1 | 6 |
| Social Services Spec. 2 | 7 |
| Social Worker – In Training | 4 |
| Social Worker | 5 |
| Social Worker – Sr. | 7 |
| Social Worker – Adv. | 7 |
| <u>Social Worker-Corrections (A)</u> | <u>4</u> |
| <u>Social Worker-Corrections (B)</u> | <u>5</u> |
| <u>Social Worker-Corrections (C)</u> | <u>7</u> |
| <u>Substance Abuse Counselor - Entry</u> | <u>2</u> |
| <u>Substance Abuse Counselor - Obj.</u> | <u>4</u> |
| | |
| Treatment Specialist 1 | 6 |
| Treatment Specialist 2 | 7 |
| Tribal Services Coordinator | 8 |
| | |
| Unempl. Benefit Analyst 1 | 6 |
| Unempl. Benefit Analyst 2 | 7 |
| Unempl. Benefit Analyst 3 | 8 |
| Unempl. Benefit Analyst 4 | 9 |
| Unempl. Benefit Specialist 1 | 4 |
| Unempl. Benefit Specialist 2 | 5 |
| Unempl. Benefit Specialist 3 | 6 |
| Unempl. Benefit Specialist 4 | 7 |
| Unempl. Benefit Specialist 5 | 8 |
| Unempl. Insurance Collection Spec. – Entry | 4 |
| Unempl. Insurance Collection Spec. – Inter. | 5 |
| Unempl. Insurance Collection Spec. – Sr. | 6 |
| Unempl. Insurance Collection Spec. – Adv. | 7 |
| <u>Unempl. Tax & Acctg. Spec. - Adv.</u> | <u>7</u> |
| <u>Unempl. Tax & Acctg. Spec. - Entry</u> | <u>4</u> |
| <u>Unempl. Tax & Acctg. Spec. - Inter.</u> | <u>5</u> |
| <u>Unempl. Tax & Acctg. Spec. - Sr.</u> | <u>6</u> |

| | |
|--|-----------|
| Veterans Asst. Prog. Spec. | 6 |
| Veterans Benefit Specialist 1 | 3 |
| Veterans Benefit Specialist 2 | 4 |
| Veterans Benefit Specialist 3 | 5 |
| Veterans Employment & Tng. Spec. | 3 |
| <u>Veterans Employment & Tng. Spec.</u> | <u>4*</u> |
| Victim Services Specialist 1 | 4 |
| <u>Victim Services Specialist 1</u> | <u>5*</u> |
| <u>Victim Services Specialist 2</u> | <u>7</u> |
| Vocational Rehabilitation Cnslr – In Training | 4 |
| <u>Vocational Rehabilitation Cnslr – In Training</u> | <u>6*</u> |
| <u>Vocational Rehabilitation Cnslr (A)</u> | <u>7*</u> |
| <u>Vocational Rehabilitation Cnslr (B)</u> | <u>8*</u> |
| Vocational Rehab. Spec. 1 | 6 |
| Vocational Rehab. Spec. 2 | 7 |
| Vocational Rehab. Spec. 3 | 8 |
| Volunteer Coordinator | 3 |
| <u>Volunteer Coordinator</u> | <u>4*</u> |
| Worker's Compensation Rehab. Spec. | 6 |
| Worker's Comp. Specialist 1 | 4 |
| Worker's Comp. Specialist 2 | 5 |
| Worker's Comp. Specialist 3 | 6 |

* Effective the first day of the pay period following the effective date of the contract.

2/1/7 Law Enforcement (LE)

| | |
|---------------------------------------|------------|
| Chemical Test Coordinator 1 | 12 |
| Chemical Test Coordinator 2 | 13 |
| Police Communications Operator | 12 |
| <u>Police Communications Operator</u> | <u>42*</u> |
| Police Detective | 41 |

| | |
|---|-----|
| Police Officer | 40 |
| State Patrol Inspector | 40 |
| State Patrol Trooper | 40 |
| Transportation Cust. Rep. 1 Field | 9 |
| Transportation Cust. Rep. 2 Field | 10 |
| Transportation Cust. Rep. 3 Field | 11 |
| Transportation Cust. Rep. 4 Field | 12 |
| Transportation Cust. Rep. 4 Field Exam. | 12 |
| Transportation Cust. Rep. 4 Field Exam. | 13* |
| Transportation Cust. Rep. Field Lead | 14 |

* Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.

2/1/87 Employees excluded from these collective bargaining units are all office professional, (except Professional Social Services unit employees), sessional, confidential, limited term, project, management, supervisory and building trades-craft employees. All employees are in the classified service of the State of Wisconsin as listed in the certifications by the Wisconsin Employment Relations Commission as set forth in this Section.

2/1/98 The parties will review all deletions of existing classifications from the bargaining unit as well as all new classifications relating to the bargaining unit and, if unable to reach agreement as to their inclusion or exclusion from the bargaining unit, shall submit such classifications to the Wisconsin Employment Relations Commission for final resolution.

2/1/09 The WSEU will be provided by DOSER, upon written request, available statistical data in DOSER's possession on LTE utilization.

SECTION 2: Dues Deduction

2/2/1 Upon receipt of a voluntary written individual order from any of its employees covered by this Agreement on forms presently being provided by the Union, the Employer will deduct from the pay due such employee those dues required as the employee's membership in the Union. A list of all employees from whose pay dues have been deducted shall be sent to the appropriate local with that local's dues deduction check. At the same time, a copy of said list of employees shall also be sent to Council 24.

2/2/2 Such orders shall be effective only as to membership dues becoming due after the date of delivery of such authorization to the payroll office of the employing unit. New individual orders will be submitted on or before the 25th day of any month for deduction the following pay period. Such deductions shall be made from the employee's pay for the first pay period of each month, except that where the payroll of the department is processed by the centralized payroll of the Department of Administration, such deductions shall be evenly divided between the A and B pay periods. Deductions shall be made only when the employee has sufficient earnings to cover same after deductions for social security, federal taxes, state taxes, retirement, health insurance, income continuation insurance, and life insurance. Deductions shall be in such amount as shall be certified to the Employer in writing by the authorized representative of the local Union.

2/2/2A Dues shall be deducted each pay period (biweekly) if the local Union has notified the Department Office of State Employment Relations, or the University of Madison payroll, of its intent to change from the current deduction method to a biweekly deduction and has provided the amount of the biweekly deduction.

2/2/3 Employees represented by the WSEU who have a WSEU membership card on file who move to another position which may be legally represented by the WSEU will have their WSEU dues deduction continued. When an employee represented by the WSEU who has a WSEU membership card on file moves to a position which may not legally be represented by the WSEU, the dues deducted on behalf of the WSEU shall cease. Subsequent to the employee movement, dues deductions will be paid to the local Union having jurisdiction over the geographic assignment of the employee. New authorization cards must be submitted as indicated above by employees returning after a leave of absence without pay in excess of twelve (12) months. The Employer will remit all such deductions to the appropriate local Union within ten (10) days after the payday covering the pay period of deduction.

2/2/4 Such orders may be terminated in accordance with the terms of the order the employee has on file with the Employer. However, under no circumstances shall an employee be subject to the deduction of membership dues without the opportunity to terminate his/her order at the end of any year of its life or earlier by the employee giving at least thirty (30) but not more than one hundred twenty (120) days written notice to the Employer and local Union.

2/2/5 In those units that have a fair share or maintenance of membership agreement, the Employer agrees to deduct the amount of dues or proportionate share of the cost of the collective bargaining process and contract administration measured by the amount of dues uniformly required of all members, as certified by the Union from the earnings of the employees in the units. The amount so deducted shall be paid to the Union.

2/2/6 The Employer will not deduct from the pay of any employees in any bargaining unit covered by this Agreement dues or other financial contributions for any other labor organization.

2/2/7 The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability which may arise out of any action taken or not taken by the Employer for the purpose of complying with the provisions of this Section.

SECTION 3: Bulletin Boards

2/3/1 The Employer shall provide bulletin boards at locations mutually agreed upon for use by the local Unions to enable employees of the bargaining unit to see notices posted thereon. Such mutual agreement shall be arrived at locally. The normal size of new bulletin boards will be eight (8) square feet. The Employer will maintain bulletin boards provided under prior negotiated collective bargaining agreements and they need not conform to the normal size. In the event any new bulletin boards are mutually agreed upon, the Employer shall pay fifty percent (50%) and the Union shall pay fifty percent (50%) of the cost of such new boards. All notices shall be posted by the President of the local Union or his/her designee and shall relate to the matters listed below:

- A. Union recreational and/or social affairs;
- B. Union appointments;
- C. Union elections;
- D. Results of Union elections;
- E. Union meetings;

- F. Rulings or policies of the International Union or other Labor Organizations with which the Union is affiliated;
- G. Reports of Union standing committees;
- H. Any other material authorized by the Employer or his/her designee and the President of the local Union or his/her designee; and,
- I. Official Union publications.

2/3/2 (AS) In those buildings where no boards exist for the WSEU and/or the Administrative Support unit local, a bulletin board shall be made available if there are at least ten (10) employees of the unit. The location and size of the board shall be determined by mutual local agreement. In those locations employing less than ten (10) administrative support unit employees, space for two (2) 8 1/2 x 11 sheets shall be made available on existing management bulletin boards, with the mutual agreement by the parties at the worksite.

2/3/3 No political campaign literature or material detrimental to the Employer or the Union shall be posted. The bulletin boards shall be maintained by the President of the local Union or his/her designee. Any material determined by the Employer to not be in compliance with the provisions of this section shall be brought to the attention of the local Union/Chapter President or his/her designee and said material shall be discussed prior to its removal from the board.

2/3/4 (BC, SPS, T, PSS, ~~LE~~) The location, size, type and number of bulletin boards shall not be subject to the grievance procedure in Article IV. In determining the location and number of new bulletin boards at assigned work sites, consideration shall be given to diverse factors including but not limited to: normal traffic patterns, the number of employees at such work locations, the type of work performed, the general location of employee gathering places, such as break rooms and lounges, and access of the public to such locations. The location, size, type and number of new bulletin boards shall be subject to the grievance procedure in Article IV. For the purposes of this paragraph only "assigned work sites" shall mean the facility or location to which the employee is normally assigned by the Employer and from which he/she performs his/her assigned duties.

SECTION 4: Personnel Transactions

2/4/1 In the next directory published for the University of Wisconsin--Madison, a listing of all University employees covered by this Agreement who work at the University of Wisconsin--Madison will be included. The listing will include:

- A. The name;
- B. Building location;
- C. Work Phone;
- D. Home address;
- E. Home phone;
- F. Employees classification.

The listing of the home address and home telephone is at the employee's option.

2/4/2 The Employer will furnish the Treasurers of the local unions a list of dues check off information, seniority information and personnel transactions affecting employees in the units covered by this Agreement. This information will be included with the dues checks received from the payroll department on a biweekly basis including "C" payroll periods and will include the following information:

- A. bargaining unit;
- B. employee name;
- C. social security number;
- D. classification (old, new);
- E. work telephone number;
- F. home and work addresses;
- G. seniority date and tie-breaker information;
- H. ethnic group;
- I. sex;
- J. amount of dues deducted;
- K. effective date of the dues deduction;
- L. personnel transaction and effective date;
- M. "add" if new employee;
- N. "C" to indicate a change in employee information.

2/4/3 The Employer agrees to provide Council 24 with thirty (30) days notice of any positions which will be reallocated out of the bargaining unit as a result of personnel surveys by the ~~Department~~Office of State Employment Relations.

ARTICLE VIII

LAYOFF PROCEDURE

SECTION 1: Application of Layoff

8/1/1 The Union recognizes the right of the Employer to layoff employees or to reduce their hours of employment in accordance with the procedures set forth in this Article. Such procedures, however, shall not apply to:

A. Temporary layoff of less than twenty (20) consecutive calendar days, unless the parties mutually agree to apply all or part of the procedures to such situations. Where volunteers in the work unit are considered, seniority shall be a consideration; and/or

B. Seasonal layoff of seasonal employees; and/or

C. School year employees at institutions and schools, during recesses in the academic year and/or summer unless the parties mutually agree to apply all or part of the procedures to such situations.

8/1/2 The total period of each temporary layoff in 8/1/1/A shall be in consecutively scheduled workdays.

8/1/3 When the Employer is aware more than five (5) days in advance of the need for a specific seasonal layoff, the Employer shall provide the affected employee(s) five (5) days notice of such layoff.

SECTION 2: General Layoff Procedures

8/2/1 An employee who has received written notice from the appointing authority of being at risk of layoff may request, in writing, consideration for a lateral or counterpart vacancy within their current department or University of Wisconsin campus. The employee shall be interviewed for the vacancy if they provide written documentation of their qualifications for the vacancy and provide a copy of the at risk notice if requested. (See 7/9/1) AFSCME Council 24 will be notified of employees who have received written notice of being at risk of layoff.

8/2/2 When a layoff occurs, the following general rules shall apply:

- A. Layoff shall be by employing unit within the bargaining unit.
- B. Layoff shall be by class as set forth in job specifications.
- C. Employees within the employing unit within the same class shall be ranked by seniority as defined in Article V, Section 1 with the least senior employee laid off first, except that the appointing authority may exercise one of the following two options:

- 1. The appointing authority may layoff out of line of seniority to maintain a reasonable affirmative action program. ~~or where there is a demonstrable need for special skills.~~

- 2. The appointing authority may layoff out of line of seniority where there is a demonstrable need for special skills as defined in the position description and/or listed as a requirement of special qualification on a recruitment bulletin or job posting.

The appointing authority shall provide OSER, the Union and the employees affected with information relating to the exercise of these exemptions if so requested.

~~2. The appointing authority may exempt five percent (5%) of the employees within an employing unit within the same class from the layoff procedure; however, such five percent (5%) shall not be less than one person. Such exemption shall not be arbitrary and capricious.~~

- D. With the agreement of the appointing authority, a more senior employee may volunteer to be separated from employment in lieu of the layoff of a less senior employee with the guarantee that the appointing authority will not challenge the more senior employee's eligibility for unemployment compensation, unless that employee, at a later point in time, refuses a reasonable offer of re-employment.

- E. Limited term employees in the same class within the employing unit (other than student employees) who are not in totally federally funded positions shall be laid off prior to laying off bargaining unit employees.

SECTION 3: Notice of Layoff

8/3/1 (BC, LE, T, PSS, SPS) Impending Layoff. In the event management becomes aware of an impending reduction in work force, they will notify the Local Union President and AFSCME Council 24 as soon as practicable but not less than thirty (30) days with respect to the impending reduction and will also inform the Union, if the information is then available, of the classes in which the layoffs are to occur and the approximate number of positions to be eliminated. The Union may also request a meeting with management after notification of the impending layoff for the purposes of a mutual exchange of information then available on the matter. Upon receipt of such request management shall have seven (7) calendar days to schedule and conduct such meeting.

8/3/1A (AS) Impending Layoff. The Employer and the Union agree that a reduction in the work force (layoff), while regrettable, is sometimes necessary, and that this process can be extremely stressful for all concerned. Recent practice has shown that when Management and Union work together as a team, involving employees in the affected work areas in the process, compassionate and constructive plans are more likely to emerge. Therefore, Management will notify the Local Union and AFSCME Council 24 within seven (7) days after Management's knowledge of impending layoff, but not less than thirty (30) days with respect to the impending reduction and will also inform the Union when the information is available, of the classes in which the layoffs are to occur and the anticipated number of positions to be eliminated. The Union may also request meetings with Management for the purpose of mutual exchange of information when available on the matter. Management shall schedule meetings to be held with seven (7) calendar days after receipt of such requests. (See also 11/2/8 W.)

8/3/2 Actual Layoff. In the event of an actual layoff, management will notify the affected employee(s) in writing as soon as practicable but not less than two (2) weeks in advance of the layoff date and will send a copy of such notice to the Local Union President and AFSCME Council 24. Such layoff notices will be hand delivered to the employee or shall be mailed via first class U.S. Mail.

8/3/3 Where notices are sent by first class mail, the time shall begin to run on the date the notice is postmarked.

SECTION 4: Reduction in Hours

8/4/1 In the event that management determines to reduce work hours, it may, at its option, reduce the weekly scheduled hours of some or all employees by class who are assigned to the work unit(s) who normally perform

the work involved not to exceed sixteen (16) hours per pay period nor thirty-two (32) hours in a four (4) week period nor sixty-four (64) hours in a twelve (12) month period, unless mutually agreed otherwise. Such reduction shall not be considered a layoff. Reduction of hours of part-time employees will be prorated, based on the percentage of their budgeted full time equivalency (FTE). See also 8/14/2.

8/4/2 If management determines, at its option, to reduce the weekly hours of some of the employees as identified above, the employee(s) who will work the reduced hours will be determined on the basis of seniority with the least senior employee(s) working the reduced hours; except, with the agreement of the Employer, a more senior employee may volunteer to work the reduced hours in lieu of a less senior employee. Volunteers shall be considered on the basis of seniority from most senior to least. Any reduction of hours imposed by Management will not be arbitrary or capricious.

SECTION 5: Employee Options Upon Notification of Layoff

8/5/1 Following notification of layoff the employee shall decide on which of the following options he/she shall exercise:

8/5/2 Transfer in Lieu of Layoff:

Prior to the layoff effective date the affected employee may transfer as follows:

A. Within the Department –

1. The employee shall be afforded the opportunity to transfer laterally to permanent vacant positions in the same class in any employing unit within the department in accordance with the provisions of Article VII, Section 3.

2. The employee may file a request for transfer with any employing unit in the department, and with approval of the appointing authority, may be appointed to any permanent vacancy in any other class for which he/she meets the necessary qualifications in the same or counterpart pay range as the position occupied at the time of notification of layoff.

B. Between Departments -- The employee may file a request for transfer to any department in state service. Upon approval of that department, such employee may be appointed to any permanent vacancy in a

class for which he/she meets the necessary qualifications in the same or counterpart pay range as the position occupied at the time of notification of layoff.

8/5/3 Layoff:

Within seven (7) calendar days of notification of layoff, unless extended by agreement of the appointing authority or designee, the employee shall elect to bump, request a voluntary demotion in lieu of layoff or be separated in accordance with the layoff notice.

A. Bumping:

1. Within the employing unit within the bargaining unit, any employee who is in the bargaining unit, or any employee who is promoted out of the bargaining unit into another bargaining unit or into a supervisory position and is serving a probationary period for that promotion from the bargaining unit, may elect to bump downward to a lower class in the same series or bump to a class within the employing unit in which they had previously obtained permanent status in the classified service and which is in the same or a lower pay range as the position occupied at the time of notification of layoff.

2. An employee bumping under A./1., above, shall be appointed to any permanent vacancy in that lower class. In the event no permanent vacancy exists in that same or lower class, the employee shall be included with those employees occupying a position in that class and the layoff procedure set forth in Section 2 of this Article shall apply.

3. With the approval of the Employer, a more senior employee who is otherwise eligible under Subsection A./1. may volunteer to bump in lieu of a less senior employee, if that election would not result in the layoff of a different employee in the class to which she/he would bump than if the election did not occur.

B. Voluntary Demotion in Lieu of Layoff:

For purposes of this Article, Voluntary Demotion In Lieu of Layoff is the movement of an employee to a vacant permanent position in a class in a lower pay range in which the employee had never attained permanent status in class. With the approval of the Employer, the employee may voluntarily demote in lieu of layoff to a vacant permanent position for which he/she is qualified.

C. Separation:

If an employee has been notified of layoff and has not chosen to or been able to retain employment by utilizing the opportunities of 8/5/2 and 8/5/3 above, he/she shall be separated in accordance with the layoff notice.

SECTION 6: Restoration

8/6/1 Definition to follow s. ER-MRS 1.02(30), Wis. Admin. Code (or as amended): "Restoration": the act of a mandatory re-appointment without competition of an employee or former employee to a position:

1. In the same class in which the person was previously employed;
2. In another classification to which the person would have been eligible to transfer had there been no break in employment; or
3. In a class having a lower pay rate or pay range maximum for which the person is qualified to perform the work after the customary orientation provided to newly hired workers in the position.

8/6/12 Within the Employing Unit: When a permanent vacancy occurs in the employing unit in the class(es) from which an employee was laid off, or could have bumped to under 8/5/3A/1, the employee shall be restored according to seniority, with the most senior employee restored first. A laid off employee who fails to respond to a restoration offer within five (5) workdays of the offer or who fails to accept a reasonable offer of restoration within five (5) workdays of the offer or who, upon acceptance of the offer, fails to be available for work within ten (10) workdays of the offer, shall forfeit any further restoration rights. If, due to extenuating circumstances, the employee is unable to report for duty within ten (10) workdays of the offer or make other arrangements with the Employer, the employee shall not forfeit the right to restoration when other permanent vacancies occur.

8/6/23 Within the Department: Any employee who is laid off may file a request within the department for which he/she worked to fill a permanent vacancy in an employing unit other than that from which he/she was laid off. An employee who has filed such a request will be appointed to a permanent vacancy within that employing unit in the class(es) from which the employee was laid off or could have bumped to under 8/5/3A/1. Such restoration shall be by seniority, with the most senior employee restored first.

8/6/34 Other Departments: An employee who has received an official notice of layoff or is separated from the service due to layoff under this Article may file a request with any other department and shall be appointed to any permanent vacancy in the same class from which he/she was laid off if he/she meets the necessary qualifications for the job. When more than one employee requests restoration under this subsection to the same vacancy, the employee selected to fill the vacancy shall be the employee with the most seniority. Also see 8/9/1.

8/6/45 The employee's right to restoration shall exist for a period of five (5) years from the date of layoff or until he/she is employed and attains permanent status in class in the same or counterpart pay range as the class from which the employee was originally laid off, whichever occurs first.

SECTION 7: A Reasonable Offer

8/7/1 A reasonable offer of restoration or reinstatement is defined as an offer of a job:

A. Where the position is one which the employee would be qualified to perform after customary orientation provided to new workers in the position, and

B. With an assigned headquarters located less than forty (40) miles from the employee's home unless the employee's work site prior to his/her layoff was at a greater distance from his/her home in which case a job offer shall be reasonable if the headquarters of the position offered is no further from the employee's home than was the distance of the previous work site, and

C. Where the number of work hours required does not vary substantially from the number of hours previously allocated to the position from which the employee was laid off, and

D. Where the pay range of the position offered is no more than ~~two (2)~~ one (1) pay ranges lower than the pay range of the position from which the employee was laid off unless the employee's rate of pay at the time of the layoff is maintained in the position offered.

E. An offer of limited term employment or project-project employment shall not constitute a reasonable offer under the provisions of Article VIII, Section 8.

8/7/2 (AS, BC, SPS, T) On a case-by-case basis, by mutual agreement of the parties, an employee may reject a reasonable offer and retain the right to restoration.

SECTION 8: Reinstatement

8/8/1 Definition to follow s. ER-MRS 1.02(29), Wis. Admin. Code (or as amended): "Reinstatement": the act of permissive re-appointment without competition of an employee or former employee to a position:

1. In the same class in which the person was previously employed;
2. In another class to which the person would have been eligible to transfer had there been no break in employment; or
3. In a class having a lower pay rate or pay range maximum for which the person is qualified to perform the work after the customary orientation provided to newly hired workers in the position.

8/8/12 Within the Department or Other Departments: Any employee who is laid off may file a request for employment with any department. Upon approval of that department, an employee may be appointed to any permanent vacancy in a class for which he/she meets the necessary qualifications in the same, counterpart or lower pay range as the position from which he/she was laid off.

8/8/23 Duration: The opportunity for reinstatement under this Article shall exist for a period of five (5) years from the date of layoff or until the employee is employed and attains permanent status in class in the same or counterpart pay range as the class from which the employee was originally laid off, whichever occurs first.

SECTION 9: For Informational Purposes

8/9/1 Employees restored or reinstated to an employing unit or department other than the one from which they were laid off may be placed on permissive probation at the discretion of the Appointing Authority.

SECTION 10: Employing Units

8/10/1 Whenever there shall be a change in employing unit designation, the Union shall be given thirty (30) days advance notice, whenever practicable, and an opportunity to discuss and confer with the Administrator of the Division of Merit Recruitment and Selection and the head of the agency(ies) involved, or their designee(s), regarding such change in employing unit(s). Employing unit designations will be located on the OSER website.